



Psychosocial work  
environment  
Nurses at Landspítali  
University Hospital

Anna Guðbjörg Gunnarsdóttir  
MPH Student at the University of  
Reykjavík



# Background

- Nurses' workload in LSH has increased in past few years
- Too much workload increases risk of psychological and physical illness and diseases
- Too much workload increases risk of job burnout



# Purpose

- View nurses' attitudes towards some aspects of their psychosocial work environment
- Explore the incidence of burnout
- Seek nurses' own ideas of how to improve and maintain their psychosocial work environment



# Participants, place and time

- 206 nurses working in acute inpatient medical and surgical wards at LSH
- Responce rate 67,5%
- March and april 2008



# Methods

- Quantitative

- QPSNordic - questionnaire
- MBI-HSS - questionnaire

- Qualitative

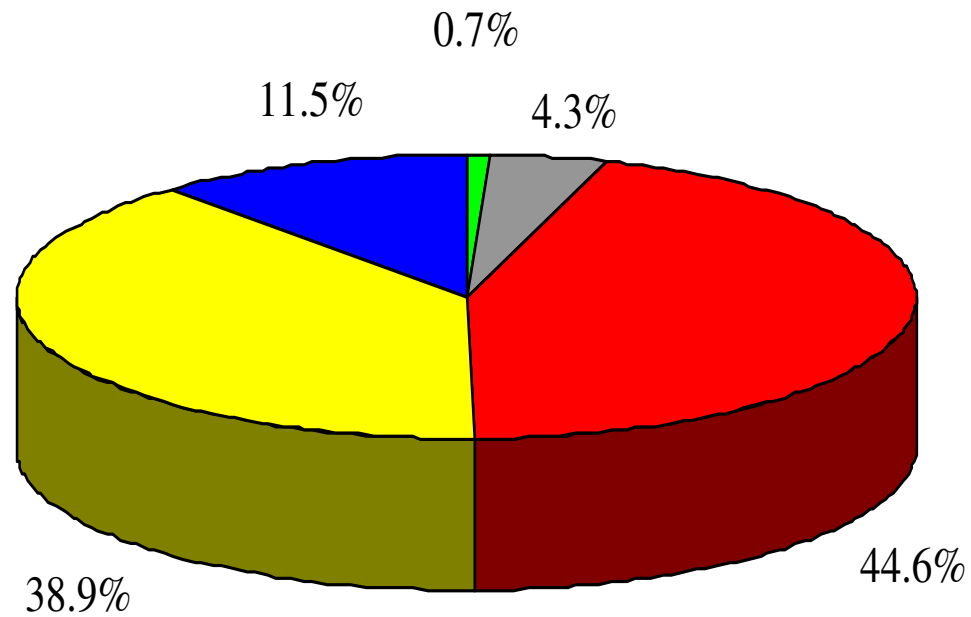
- Focus group of 6 nurses



# Results - Workload was heavy

- 50% said workload was often or always too much
  - 67% of nurses in medical wards
  - 35% of nurses in surgical wards
- 5% said workload was seldom or never too much
- Focus group said workload was too heavy

# Do you have too much to do?

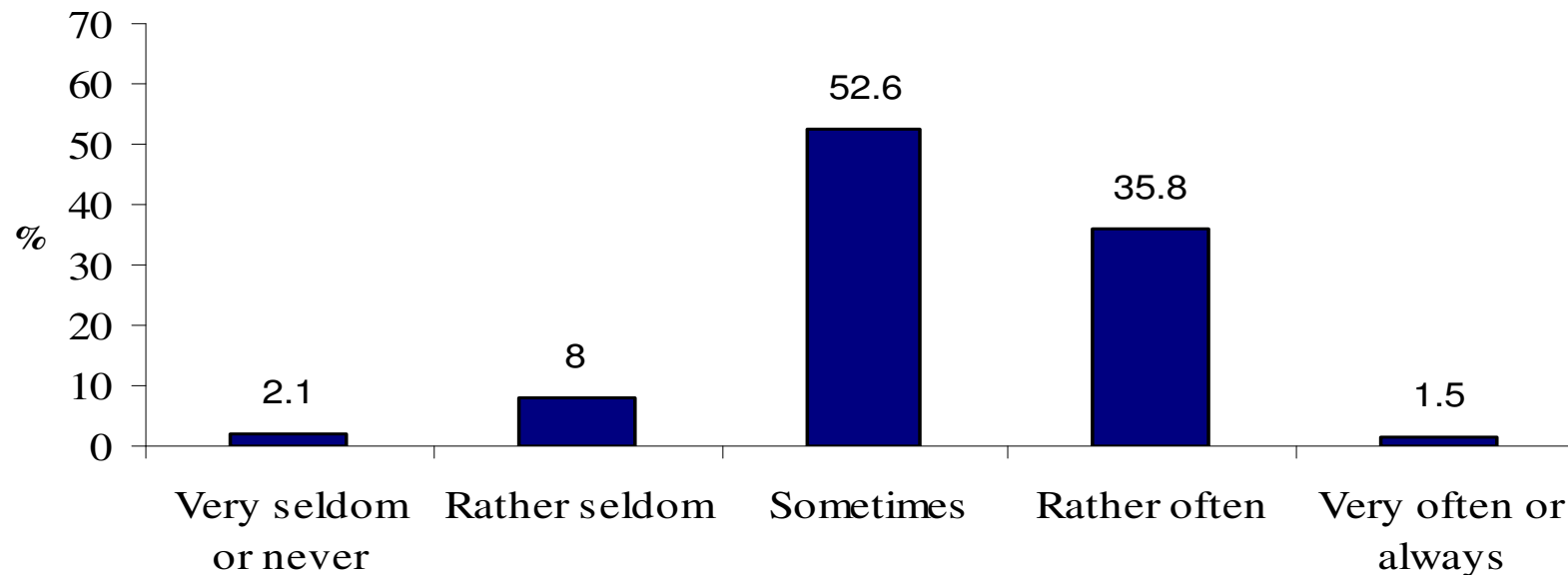




## Results – Autonomy-questionnaire

- Only 36% said they often could influence important decisions
- 64% could seldom or never control their workload
- 43% could seldom or never control their work pace

# Can you influence decisions that are important for your work?





## Results – Autonomy-focus group

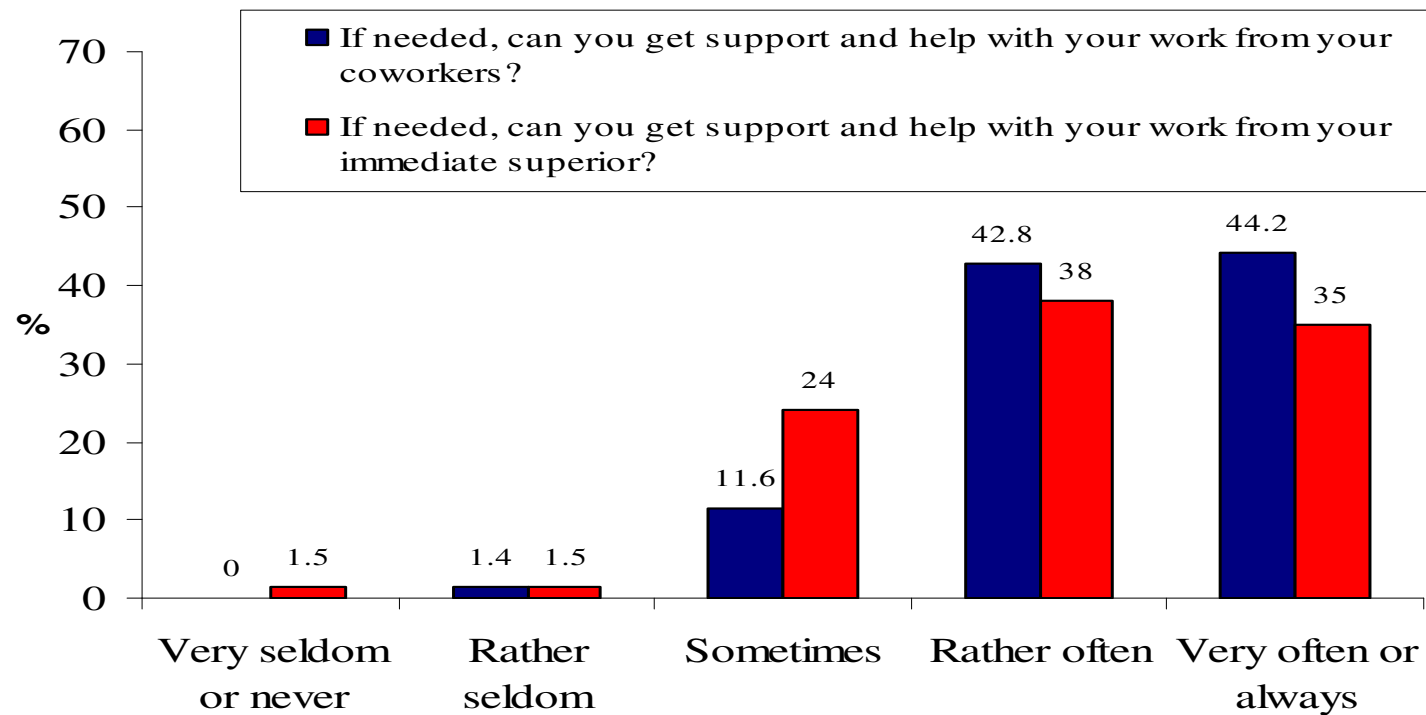
- Powerful nurses
- Have great influence on patients' care
- Control nursing treatment
- Nurses' workload is controlled by other factors than themselves



# Results – Social support

- Social support was high from immediate superiors and coworkers
- According to focus group social support and social climate are very important aspects of psychosocial work environment

# Support





# Results - Burnout low

- Burnout was low
- *Emotional exhaustion* was significantly higher in medical wards than surgical wards ( $p < 0,05$ )
- Burnout was significantly higher in the medical wards now than in 2002 ( $p < 0,05$  and  $p = 0,06$ )



# Results - Burnout

- Emotional exhaustion strongly correlated with too much workload ( $p < 0,01$ )
- Workload was significantly heavier in the medical wards than the surgical wards ( $p < 0,01$ )



# Nurses views

- Important to lessen workload
- Important for nurses to feel that their work is recognized and respected
- Important to secure nurses and patients safety by appropriate staffing



# Conclusions

- Informations on some key aspects of nurses' work environment
- Information on some nurses' ideas on the most important things to do to keep nurses in the hospital
- Important to lessen workload

# Questions?

